CLAIMS

We claim:

1. A process for managing temporary personnel requirements, comprising the steps of:

    (a) listing a set of attributes for a plurality of tasks performed in a predetermined field of endeavor;

    (b) acquiring a personnel data base of personnel skills/competences for a plurality of individuals, said personnel data base comprising a plurality of individual records, each of said records having self-evaluations of a plurality of said attributes and factual information;

    (c) using at least said factual information and picking individuals in said personnel data base for inclusion into a pool of individuals who are pre-qualified to perform at least some of said tasks;

    (d) selecting at least one task and a plurality of attributes to perform said one task;

    (e) weighing said self-evaluated attributes of each of said individual records of personnel in said pool; and

    (f) using at least said weighted self-evaluated attributes to match said plurality of one task attributes and identifying a person for hire in said pool of individuals.

2. The process of Claim 1, wherein step (b) is performed by using a plurality of geographically separated input/output terminals that share a common communications network and that are accessible by said plurality of individuals.

3. The process of Claim 2, wherein said personnel data base of step (b) is stored in a memory that is accessible by using said network.

4. The process of Claim 3, wherein said network comprises the Internet.

5. The process of Claim 2, wherein step (a) comprises the step of defining a plurality of data fields for recording information, including information representing personnel skills

and task attributes; and wherein step (b) is performed by a person performing the steps of:

(i)   accessing said data fields by using said terminals; and

(ii)   posting information including said self-evaluation in said data fields.

6.   The process of Claim 2, where in step (e) the weight assigned to one attribute of one task is different than a weight assigned to another attribute of another task.

7.   The process of Claim 2, wherein step (c) comprises the steps of:

(i)   providing a plurality of managers who have predetermined knowledge of said tasks of step (a) and predetermined knowledge of attributes for performing said tasks; and

(ii)   using at least one of said managers and using one of said terminals to view said data base and to enter a vote on the qualifications of at least one individual in said personnel data base, wherein said vote is a function of said weighted skills/competences and said self-evaluated attributes.

8.   The process of Claim 7, wherein each manager enters a vote on at least one personnel record; and wherein said individuals are picked for inclusion into said pool, at least, by counting the votes of said managers.

9.   The process of Claim 8, wherein said pool comprises at least one individual who has received a majority of the votes of said managers.

10.   The process of Claim 1, wherein step (e) is performed by a data processor that has been programmed to access the data base of step (b) for the individuals in said pool and to assign a score to each of said individual's record as a function of the similarity of that individual's self-evaluated attributes to said attributes of said one task.

11. The process of Claim 1, wherein said records include conditions of employment including dates of availability and service fee; and further including the steps of:

(g) using a manager to evaluate said matched persons of step (f) in view of that person's conditions of employment, said manager having predetermined limits on the dates for performing work and on fees for services; and

(h) communicating an offer to hire one person of step (f) who can work during said predetermined dates and for a fee not in excess of said limited fee for service.

12. The process of Claim 3, wherein step (b) comprises the steps of:

(i) advertising for individuals to input personal skills and competences into said memory; and

(ii) providing a means for recording personal information into said memory.

13. The process of Claim 12, wherein said step of advertising is performed by using an Internet web page.

14. The process of Claim 12, wherein the individuals of step (i) have oil and gas exploration and production skills.

15. A temporary employment process for a business engaged in a plurality of employment disciplines and having full-time employees and managers, comprising the steps of:

(a) acquiring a data base of personnel attributes/competences by using a plurality of geographically separated input/output terminals that share a common communications network and that are accessible by individuals who have an interest in performing work tasks in an employment discipline of said business, said personnel data base comprising a plurality of personnel records that are stored in a computer memory in communication with said network and that information provided by using said terminals, each of said personnel records

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including a plurality of self-evaluated attributes/competences for at least one discipline;

(b)   using a manager, who has predetermined knowledge of said tasks of step (a) and predetermined knowledge of attributes/competences for performing said work tasks and who uses an input/output terminal to access said records in said memory, and entering a vote into said data base as to the suitability of at least one person in said personnel data base for performing work tasks in said employment discipline;

(c)   repeating step (b) at least one more time by using another manager to enter another vote with respect to said at least one person;

(d)   counting the votes of said managers to select said at least one person from said personnel data base on the condition that said one person has received a majority of the votes of said managers of steps (b) and (c) and thereby defining pool of persons who are identified in said memory and who are pre-qualified to perform said work tasks in said employment discipline;

(e)   identifying at least one temporary work task that is in said employment discipline and that requires a plurality of attributes/competences;

(f)   weighing said attributes/competences of said persons in said pool by using a data processor that has been programmed to access said memory and to assign a score to each personnel record as a function of the attributes/competences identified in step (e);

(g)   using said score to match said at least one temporary work task to said persons in said pool;

(h)   using the information in said personnel data base for the persons of step (g) and indentifing a person for hire; and

(i)   communicating an offer to hire to said identified person of step (h).

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16. The process of Claim 15, where said vote of steps (b) and (c) includes at least one negative vote that prevents any individual in said personnel data base from entering the pool of step (e).

5 17. The process of Claim 15, wherein step (h) is performed by using an employee of the business who is guided by the results of step (g) and who subjectively evaluates the attributes/competences of said persons in said pool.

18. A tool for managing projects of a relatively short term duration for a long term business
10 enterprise, each project comprising jobs performed by skilled individuals who are identified with at least one employment discipline, comprising:

(a) a computer memory, and a plurality of terminals that are located remotely from said memory and linked to said memory by using the Internet;

(b) a plurality of electronic personnel records having a set of predetermined data
15 fields and stored in said memory, wherein at least one subset of said terminals is used by individuals to insert job skills and competences into predetermined data fields, and wherein another subset of said terminals is used by a predetermined number of managers of said enterprise who evaluate said skills and competences in said data fields and who individually insert at least one of a
20 negative subjective evaluation and an affirmative subjective evaluation to at least one other predetermined data field of selected personnel records;

(c) a computer that is linked to said memory and that is programmed to read and display a plurality of said data fields; and

(d) an output data base obtained by using said computer and from at least some of
25 said selected personnel records as a function of a predetermined number of positive subjective evaluations and negative subjective evaluations inserted into said selected personnel records, wherein said computer is programmed to prevent information from any record having a predetermined number of negative

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subjective evaluations inserted therein from entering said output data base, and wherein records having positive subjective evaluations exceeding said predetermined number define a pre-qualified pool of individuals eligible for hiring on short notice when a project job opening is created and without prolonged re-evaluation of all individual job skills and competences.

19. The tool of Claim 18, further including notification means, using the Internet, for notifying at least some of said individuals in said output data base.

20. The tool of Claim 19, wherein said notification means comprises e-mail.

21. The tool of Claim 18, wherein said individuals of said supply data base comprise at least some persons who were previously employed in a full time capacity by the enterprise.

22. The tool of Claim 21, further including a legal data base containing information describing conditions for employing individuals under a predetermined hiring conditions including whether or not such individual was previously employed by said enterprise and the dates of employment and the days that such person worked again for the enterprise; and wherein said computer is programmed to access said legal data base, to identify the date said individual left full-time employment by the enterprise, to read said conditions and to prevent records of said supply data base from entering said output data base if said hiring conditions are not satisfied.

23. The tool of Claim 18, wherein said predetermined number of managers is five; wherein said predetermined number of positive subjective evaluations is four; and wherein said predetermined number of negative subjective evaluations is two.

24. The tool of Claim 18, further including a demand data base of job attribute data including graded skills and competences to perform pre-defined tasks; and wherein said

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computer is programmed to assign a score to the records of said output data base, wherein said score is a function of the similarity of said graded skills to the skills and competences of the individuals in the output data base.

5 25. The tool of Claim 24, where one pre-defined task comprises a critical skill; and wherein said computer is programmed to identify persons in said pool who have a skill the same as said critical skill as eligible for hire.

26. A process for employers to hire employees, comprising the steps of:

10 (a) using the Internet and soliciting persons to input personal skills/competences into a computer memory and seek employment;

(b) using the Internet and having at least some of the persons of step (a) to record personal information into said memory, said information including factual skills/competences and self-graded skills/competences, said

15 memory comprising a plurality of data fields that digitally represent said skills/competences;

(c) using the Internet and having a plurality of current employees access said data fields of step (b) and evaluate said records and insert a vote into a data field of said personal records, said vote comprising one of an

20 "accept" and a "reject";

(d) using a computer to read said voted records of step (c) and flag those personnel records receiving at least three "accept" votes and no more than one "reject" vote to form a data base of persons screened for employment;

25 (e) entering into said memory a list of needed employee skills/competences;

(f) matching said needed skills/competences with said skills/competences in said data base of step (d) to produce a list of persons who are seeking

employment and who have been evaluated as qualified for employment; and

(g)   using the Internet and a supervisor skill set to screen said list of qualified persons in step (f) and to initiate a job offer to at least one of said persons by means of e-mail.

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27.   The process of Claim 26, wherein step (f) is performed by mathematically matching said identified skills/competences of step (e) with the self-graded skills/competences of step (b).

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28.   A tool for managing personnel for a project, comprising:

(a)   a demand data base containing a plurality of tasks requiring a plurality of predetermined skills;

(b)   a supply data base containing a plurality of personnel records of persons not employed by the project, each record having factual information and having self-evaluations of a plurality of the skills to perform at least one of the tasks of said demand data base, and having individual evaluations of said information and said self-evaluated skills and wherein said individual evaluations are inserted by a plurality of current employees of the project;

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(c)   a processor that has been programmed to read and sort said individual evaluations in accordance with a pre-determined criteria;

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(d)   a pre-qualified data base formed by said processor from said supply data base and comprising those personnel records having at least a predetermined number of individual evaluations exceeding a pre-determined criteria and with regard to said skill levels inserted by the individuals; and

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(e)   a post-qualified data base formed by said processor from said pre-qualified data base and comprising those personnel records having self-evaluated skills matching the predetermined skills of selected tasks of step (a).

29. The tool of Claim 28, wherein said individual evaluations of step (b) are one of an affirmative vote and a negative vote; and wherein said predetermined number of step (d) is at least three affirmative votes and not any negative votes.

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30. The tool of Claim 28, wherein said skills are graded over a predetermined numerical range; and wherein step (e) is preceded by the steps of expressing said self-evaluated skills as a numerical sum, expressing said predetermined skills of said selected task as a numerical total; and computing the ratio of said sum to said total.

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